BUSINESS SCHOOL, DEPT OF MANAGEMENT   **2024-25**

MN3213 – Human Resource Management

MODULE TYPE/SEMESTER: **Junior** Honours/**Option** (20 Credits)/Semester 1

PRE-REQUISITE(S):   MN2001 and MN2002

MODULE CO-ORDINATOR: Professor Alina Baluch

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AIM:
The module aims to develop an appreciation of the theories and concepts underpinning the study of contemporary working lives, the role of Human Resource Management in organisations and an understanding of the issues faced by Human Resource managers in the contemporary economy.

METHOD OF TEACHING & LEARNING:
This module will comprise of a weekly 2-hour lecture (x 10 weeks) and a 1-hour tutorial (x 4 weeks), supported by guided independent study and engagement with the module. Each week will focus on a relevant topic in contemporary HRM. A comprehensive reading list is available via Moodle and students are encouraged to read widely throughout the module.

Lectures and tutorials over the duration of the semester are designed to enhance learning. An emphasis on interactive discussion, joint problem-solving, and communication between staff and students will feature in both the lecture and the tutorials. Materials for the lectures and tutorials will be uploaded in advance on Moodle. You are expected to do the essential readings for the lectures and come prepared to the tutorials, to fully contribute to the discussion and for your own learning.

LEARNING OUTCOMES:
By the end of the module, students should be able to:
- understand the role and place of Human Resource Management in organisations;
- discuss the theoretical and practical issues faced by Human Resource managers;
- appreciate the experiences of being managed and the impact they have on employee performance;
- identify key issues in managing employees and employee relations;
- debate the contentious issues related to the management of human resources;
- continue to develop the knowledge and skills involved in managing people gained in earlier years.

INDICATIVE TOPIC OUTLINE:
Lecture Topics:
1. An Overview of HRM
2. Strategic HRM
3. The Context for HRM
4. Employee Relations
5. Recruitment and Selection
6. **INDEPENDENT LEARNING WEEK**
7. Reward
8. Performance Management
9. Work Organisation and Teamworking
10. Human Resource Development
11. Module Recap and Review

ASSESSMENT:

Coursework: This comprises of two assessments which counts for 100% of the assessment for the module. Assessment One is divided into two parts, part 1 is a group presentation (20%), and part 2 is a 750-word reflective essay on the group work (20%). Assessment two is an individual essay of 2,500 words (60%), topic to be confirmed. Detailed assessment rubrics will be uploaded on Moodle.

CORE READING LIST:

Wilton, N. (2019) *An Introduction to Human Resource Management* (4th ed.) London: Sage.

Weekly reading list will be made available via Talis on Moodle by week 1.

Other Key Texts:

Bailey, C., Mankin, D., Kelliher, C. and Garavan, T.N. (2018) *Strategic Human Resource Management* (2nd ed.) Oxford: OUP.

Beardwell, J. and Thompson, A. (2017) *Human resource management: a contemporary approach* (8th ed.). London: Pearson.

Bolton, S. and Houlihan, M. (2007) *Searching for the Human in Human Resource Management*. London: MacMillan.

Boxall, P and Purcell, J. (2016) *Strategy and Human Resource Management* (4th ed). London: Palgrave.

Boxall, P., Purcell, J. and Wright, P. (2007) *The Oxford Handbook of Human Resource Management.* Oxford: OUP.

Dundon, T. and Rollinson, D. (2011) *Understanding Employment Relations* (2nd ed.). London: McGraw Hill.

Legge, K. (2005) *Human Resource Management: Rhetorics and Realities.* New York: Palgrave Macmillan.

Marchington, M., Wilkinson, A., Donnelly, R. and Kynighou, A. (2021) Human Resource Management at Work (7th ed). London: CIPD Kogan Page.

Martin, G. and Siebert, S. (2016) *Managing People and Organisations in Changing Contexts* (2nd ed). London: Routledge.

Smith, C. and Gold, M. (2022) *Where's the 'Human' in Human Resource Management? Managing Work in the 21st Century*, Bristol: Bristol University Press.

Storey, J. (ed) (2007) *Human Resource Management: A Critical Text* (3rd ed). London: Thomson.

Students are also expected to routinely source material from appropriate journals including: *Work, Employment and Society; Human Resource Management Journal; New Technology, Work and Employment; Human Relations, International Journal of Human Resource Management; Organization.*

*Organisation of courses may be subject to change without notice.